

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



**Employment of Veterans
in the
Federal Executive Branch
Fiscal Year 2012**

FEDSHIREVETS
America's Veteran - Valued ★ Experienced ★ Trained

October 2013

a New Day for Federal Service



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

Office of the Director

**Employment of Veterans in the Federal Executive Branch
Fiscal Year (FY) 2012**

Message from the Acting Director of the U.S. Office of Personnel Management

On November 9, 2009, President Barack Obama signed Executive Order 13518, *Employment of Veterans in the Federal Government*, establishing the Veterans Employment Initiative. The Initiative outlines the most comprehensive approach to improving employment opportunities for veterans ever undertaken by the Federal Executive Branch. It seizes on three central themes: 1) honor our obligations to our Nation's veterans, 2) utilize the talents of veterans to help the Government meet today's dynamic challenges, and 3) create a program worthy of emulation by the private sector.

We are extremely pleased to announce that, in FY 2012, the Executive Branch of Government hired the highest percentage of veterans in over 20 years, surpassing the previous high set in FY 2011.

The Government hired approximately 195,000 new employees in FY 2012 as compared to approximately 230,000 new employees in FY 2011—a reduction of over 34,000 total hires. Of those 195,000 FY 2012 hires, approximately 56,000 were veterans, equaling 28.9 percent of total hires. This is a 4.9 percentage-point increase over the FY 2009 baseline of 24.0 percent and approximately 0.6 percentage points higher than the 28.3 percent realized in FY 2011.

In FY 2012, the number of veterans onboard was approximately 612,000 of the 2,058,000 total employees and veterans represented 29.7 percent of the workforce. In FY 2009, approximately 512,000 out of the 1,983,000 employees, or 25.8 percent of the workforce, were veterans; this is approximately a 4 percentage-point increase in 3 years.

Through the effective leadership of the Council on Veterans Employment, this Initiative continues to produce positive results by recruiting and employing our Nation's veterans. We will strive to continue fulfilling the goals outlined in Executive Order 13518 in the years ahead.

A handwritten signature in black ink, appearing to read "EK", written over a white background.

Elaine Kaplan
Acting Director

Employment of Veterans in the Federal Executive Branch

FISCAL YEAR 2012

INTRODUCTION

The EMPLOYMENT OF VETERANS IN THE FEDERAL EXECUTIVE BRANCH document is produced annually by the U.S. Office of Personnel Management (OPM) to provide useful data on the employment of veterans within the Federal Executive Branch. This document covers those organizations identified in Executive Order 13518, which account for approximately 97.8 percent of all Federal employees and 99.1 percent of all veterans employed in the Federal Executive Branch. The appendices provide additional information on the affected agencies and document abbreviations.

The source of Federal employment data is OPM's Enterprise Human Resources Integration – Statistical Data Mart. The information represents Federal employment as of September 30, 2012.

The primary elements used to identify veterans for Federal employment purposes are Veteran Status, Veterans' Preference, Creditable Military Service, Annuitant Code, and Legal Authorities Codes. Veterans' preference is defined in section 2108 of title 5, United States Code (U.S.C.), which presents the criteria used in determining whether a person is entitled to statutory hiring preference under 5 U.S.C. 3309 and 3313. Veterans' status indicates whether an individual is a veteran as defined by 38 U.S.C. 101 (i.e., a person who served in the active military force and was released or discharged under honorable conditions).

As part of Fiscal Year 2010 reporting, we added several new tables (Tables 9-11) to capture individuals hired under other special appointing authorities. For example, veterans hired as students and spouses, mothers, widows, and widowers entitled to claim preference as defined in section 2108 of title 5, U.S.C., (Derived Preference) are documented. Military spouses hired under the Noncompetitive Appointment of Certain Military Spouses authority are also included.

Table of Contents

	Table of Contents	1
Table 1	Total On-Board Employees	2
Table 1A	All Veterans	3
Table 1B	Veterans with Preference	4
Table 1C	Disabled Veterans	5
Table 1D	30% or More Disabled Veterans	6
Table 2	Total Non-Seasonal Full Time Permanent Employment On-Board Employees	7
Table 2A	All Veterans	8
Table 2B	Veterans with Preference	9
Table 2C	Disabled Veterans	10
Table 2D	30% or More Disabled Veterans	11
Table 3	Total New Hires - Veteran New Hires	12
Table 3A	All Veterans	13
Table 3B	Veterans with Preference	14
Table 3C	Disabled Veterans	15
Table 3D	30% or More Disabled Veterans	16
Table 4	Total New Hires -Veteran New Hires	17
Table 4A	All Veterans	18
Table 4B	Veterans with Preference	19
Table 4C	Disabled Veterans	20
Table 4D	30% or More Disabled Veterans	21
Table 5	Veteran New Hires by Veteran Appointing Authorities	22
Table 6	Total Veteran New Hires Under Other Appointing Authorities	23
Table 7	Disabled Veteran New Hires under Veteran and Other Appointing Authorities	24
Table 8	Employment Distribution by Pay Plan/Grade Grouping	25
Table 9	Employment Distribution by Occupational Category	26
Table 10	Total New Hires with Derived Preference	27
Table 11	Noncompetitive Appointment of Certain Military Spouses	28
Appendix 1	Organizations Included	
Appendix 2	Organizations Excluded	
Appendix 3	List of Abbreviations	

Table 1
Total On-Board Employees

Category	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
Total Employees	1,884,028	1,983,358	2,061,435	2,079,258	2,058,670
Total Veterans	480,766	512,240	542,641	567,314	611,784
% of All Employees	25.5%	25.8%	26.3%	27.3%	29.7%
Veterans with Preference	429,595	457,617	484,806	502,887	511,749
% of All Employees	22.8%	23.1%	23.5%	24.2%	24.9%
% of All Veterans	89.4%	89.3%	89.3%	88.6%	83.6%
Disabled Veterans	112,893	128,170	145,062	159,082	200,938
% of All Employees	6.0%	6.5%	7.0%	7.7%	9.8%
% of All Veterans	23.5%	25.0%	26.7%	28.0%	32.8%
30% + Disabled Veterans	64,027	75,743	88,778	100,386	111,303
% of All Employees	3.4%	3.8%	4.3%	4.8%	5.4%
% of All Veterans	13.3%	14.8%	16.4%	17.7%	18.2%

Count of all employees in pay status taken at the last pay period or last day of September.

Table 1A
Total On-Board Employees — All Veterans

	FY 2011			FY 2012		
	All Employees	Veterans	%	All Employees	Veterans	%
Total Executive Branch Agencies	2,079,258	567,314	27.3%	2,058,670	611,784	29.7%
Executive Order Agencies						
Agriculture	105,126	10,983	10.4%	101,304	11,365	11.2%
Commerce	47,626	5,138	10.8%	45,136	5,250	11.6%
Defense	725,711	316,975	43.7%	710,248	325,180	45.8%
Air Force	156,400	82,113	52.5%	148,934	83,685	56.2%
Army	257,183	120,356	46.8%	249,802	120,127	48.1%
Navy	199,594	79,825	40.0%	199,668	83,760	41.9%
Defense Activities	112,534	34,681	30.8%	111,844	37,608	33.6%
Education	4,620	387	8.4%	4,366	422	9.7%
Energy	16,381	3,215	19.6%	15,882	3,378	21.3%
HHS	85,642	5,302	6.2%	86,425	5,698	6.6%
Homeland Security	198,242	49,289	24.9%	198,100	54,225	27.4%
HUD	9,758	1,279	13.1%	9,260	1,323	14.3%
Interior	77,225	11,470	14.9%	77,053	12,218	15.9%
Justice	116,273	22,494	19.3%	116,065	27,598	23.8%
Labor	16,298	2,956	18.1%	16,793	3,319	19.8%
State	12,595	2,253	17.9%	12,824	2,414	18.8%
Transportation	57,721	16,730	29.0%	57,146	20,511	35.9%
Treasury	106,403	10,278	9.7%	104,818	11,874	11.3%
Veterans Affairs	316,480	87,841	27.8%	324,498	104,539	32.2%
AID	3,894	279	7.2%	3,974	354	8.9%
EPA	18,777	1,404	7.5%	18,061	1,480	8.2%
GSA	12,739	2,549	20.0%	12,394	2,685	21.7%
NASA	18,632	1,858	10.0%	18,145	2,084	11.5%
NSF	1,464	85	5.8%	1,468	112	7.6%
OPM	6,272	1,420	22.6%	5,805	1,340	23.1%
NRC	4,111	772	18.8%	3,906	821	21.0%
SSA	67,136	6,757	10.1%	65,113	7,494	11.5%
SBA	4,665	675	14.5%	4,914	758	15.4%
Total Executive Order Agencies	2,033,791	562,389	27.7%	2,013,698	606,442	30.1%

Table 1B

Total On-Board Employees — Veterans with Preference

	FY 2011			FY 2012		
	All Employees	Veterans with Preference	%	All Employees	Veterans with Preference	%
Total Executive Branch Agencies	2,079,258	502,887	24.2%	2,058,670	511,749	24.9%
Executive Order Agencies						
Agriculture	105,126	10,582	10.1%	101,304	10,434	10.3%
Commerce	47,626	4,846	10.2%	45,136	4,462	9.9%
Defense	725,711	280,439	38.6%	710,248	279,216	39.3%
Air Force	156,400	73,645	47.1%	148,934	71,428	48.0%
Army	257,183	105,045	40.8%	249,802	103,271	41.3%
Navy	199,594	71,693	35.9%	199,668	73,307	36.7%
Defense Activities	112,534	30,056	26.7%	111,844	31,210	27.9%
Education	4,620	361	7.8%	4,366	349	8.0%
Energy	16,381	2,896	17.7%	15,882	2,800	17.6%
HHS	85,642	5,275	6.2%	86,425	5,424	6.3%
Homeland Security	198,242	42,736	21.6%	198,100	44,321	22.4%
HUD	9,758	1,255	12.9%	9,260	1,220	13.2%
Interior	77,225	10,618	13.7%	77,053	10,798	14.0%
Justice	116,273	18,952	16.3%	116,065	20,017	17.2%
Labor	16,298	2,825	17.3%	16,793	3,073	18.3%
State	12,595	2,005	15.9%	12,824	2,074	16.2%
Transportation	57,721	15,230	26.4%	57,146	15,118	26.5%
Treasury	106,403	9,889	9.3%	104,818	9,799	9.3%
Veterans Affairs	316,480	75,685	23.9%	324,498	83,582	25.8%
AID	3,894	269	6.9%	3,974	322	8.1%
EPA	18,777	1,318	7.0%	18,061	1,261	7.0%
GSA	12,739	2,390	18.8%	12,394	2,248	18.1%
NASA	18,632	1,652	8.9%	18,145	1,520	8.4%
NSF	1,464	72	4.9%	1,468	84	5.7%
OPM	6,272	1,308	20.9%	5,805	1,169	20.1%
NRC	4,111	640	15.6%	3,906	629	16.1%
SSA	67,136	6,397	9.5%	65,113	6,552	10.1%
SBA	4,665	646	13.8%	4,914	677	13.8%
Total Executive Order Agencies	2,033,791	498,286	24.5%	2,013,698	507,149	25.2%

Table 1C

Total On-Board Employees — Disabled Veterans

	FY 2011			FY 2012		
	All Employees	Disabled Veterans	%	All Employees	Disabled Veterans	%
Total Executive Branch Agencies	2,079,258	159,082	7.7%	2,058,670	200,938	9.8%
Executive Order Agencies						
Agriculture	105,126	2,582	2.5%	101,304	3,456	3.4%
Commerce	47,626	959	2.0%	45,136	1,303	2.9%
Defense	725,711	93,388	12.9%	710,248	110,431	15.5%
Air Force	156,400	22,606	14.5%	148,934	25,585	17.2%
Army	257,183	40,067	15.6%	249,802	46,244	18.5%
Navy	199,594	20,552	10.3%	199,668	25,762	12.9%
Defense Activities	112,534	10,163	9.0%	111,844	12,840	11.5%
Education	4,620	108	2.3%	4,366	128	2.9%
Energy	16,381	780	4.8%	15,882	931	5.9%
HHS	85,642	1,467	1.7%	86,425	1,987	2.3%
Homeland Security	198,242	9,344	4.7%	198,100	12,748	6.4%
HUD	9,758	445	4.6%	9,260	535	5.8%
Interior	77,225	2,922	3.8%	77,053	3,851	5.0%
Justice	116,273	3,825	3.3%	116,065	5,043	4.3%
Labor	16,298	1,106	6.8%	16,793	1,454	8.7%
State	12,595	603	4.8%	12,824	766	6.0%
Transportation	57,721	3,505	6.1%	57,146	4,549	8.0%
Treasury	106,403	2,911	2.7%	104,818	3,799	3.6%
Veterans Affairs	316,480	29,164	9.2%	324,498	42,658	13.1%
AID	3,894	82	2.1%	3,974	112	2.8%
EPA	18,777	349	1.9%	18,061	425	2.4%
GSA	12,739	720	5.7%	12,394	832	6.7%
NASA	18,632	395	2.1%	18,145	483	2.7%
NSF	1,464	24	1.6%	1,468	40	2.7%
OPM	6,272	508	8.1%	5,805	521	9.0%
NRC	4,111	99	2.4%	3,906	143	3.7%
SSA	67,136	2,354	3.5%	65,113	2,878	4.4%
SBA	4,665	167	3.6%	4,914	230	4.7%
Total Executive Order Agencies	2,033,791	157,807	7.8%	2,013,698	199,303	9.9%

Table 1D

Total On-Board Employees — 30% or More Disabled Veterans

	FY 2011			FY 2012		
	All Employees	30% or More Disabled Veterans	%	All Employees	30% or More Disabled Veterans	%
Total Executive Branch Agencies	2,079,258	100,386	4.8%	2,058,670	111,303	5.4%
Executive Order Agencies						
Agriculture	105,126	1,371	1.3%	101,304	1,579	1.6%
Commerce	47,626	468	1.0%	45,136	511	1.1%
Defense	725,711	62,292	8.6%	710,248	66,956	9.4%
Air Force	156,400	14,593	9.3%	148,934	14,888	10.0%
Army	257,183	27,509	10.7%	249,802	29,380	11.8%
Navy	199,594	13,540	6.8%	199,668	15,188	7.6%
Defense Activities	112,534	6,650	5.9%	111,844	7,500	6.7%
Education	4,620	57	1.2%	4,366	56	1.3%
Energy	16,381	429	2.6%	15,882	436	2.7%
HHS	85,642	843	1.0%	86,425	954	1.1%
Homeland Security	198,242	5,045	2.5%	198,100	6,163	3.1%
HUD	9,758	243	2.5%	9,260	278	3.0%
Interior	77,225	1,461	1.9%	77,053	1,654	2.1%
Justice	116,273	1,881	1.6%	116,065	2,361	2.0%
Labor	16,298	651	4.0%	16,793	797	4.7%
State	12,595	337	2.7%	12,824	393	3.1%
Transportation	57,721	1,661	2.9%	57,146	1,819	3.2%
Treasury	106,403	1,677	1.6%	104,818	1,834	1.7%
Veterans Affairs	316,480	18,549	5.9%	324,498	21,829	6.7%
AID	3,894	56	1.4%	3,974	74	1.9%
EPA	18,777	184	1.0%	18,061	194	1.1%
GSA	12,739	425	3.3%	12,394	455	3.7%
NASA	18,632	227	1.2%	18,145	228	1.3%
NSF	1,464	15	1.0%	1,468	20	1.4%
OPM	6,272	330	5.3%	5,805	314	5.4%
NRC	4,111	46	1.1%	3,906	50	1.3%
SSA	67,136	1,366	2.0%	65,113	1,473	2.3%
SBA	4,665	86	1.8%	4,914	104	2.1%
Total Executive Order Agencies	2,033,791	99,700	4.9%	2,013,698	110,532	5.5%

Table 2

Total Non-Seasonal Full-Time Permanent Employment On-Board Employees

Category	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
Total Employees	1,627,423	1,713,276	1,786,749	1,812,417	1,805,831
Total Veterans	446,826	474,811	504,985	529,317	572,239
% of All Employees	27.5%	27.7%	28.3%	29.2%	31.7%
Veterans with Preference	399,702	424,362	451,379	469,538	478,990
% of All Employees	24.6%	24.8%	25.3%	25.9%	26.5%
% of All Veterans	89.5%	89.4%	89.4%	88.7%	83.7%
Disabled Veterans	104,382	117,783	134,162	148,215	186,818
% of All Employees	6.4%	6.9%	7.5%	8.2%	10.3%
% of All Veterans	23.4%	24.8%	26.6%	28.0%	32.6%
30% + Disabled Veterans	58,682	68,993	81,501	93,132	103,592
% of All Employees	3.6%	4.0%	4.6%	5.1%	5.7%
% of All Veterans	13.1%	14.5%	16.1%	17.6%	18.1%

Count of all employees in pay status taken at the last pay period or last day of September.

Non-Seasonal Full-Time Permanent:

This category includes all employees working a 40 hour work week year round with no absolute end date.

Table 2A

Total Non-Seasonal Full-Time Permanent Employment — Veterans

	FY 2011			FY 2012		
	Employees	Veterans	%	Employees	Veterans	%
Total Executive Branch Agencies	1,812,417	529,317	29.2%	1,805,831	572,239	31.7%
Executive Order Agencies						
Agriculture	79,899	9,364	11.7%	76,785	9,628	12.5%
Commerce	34,501	3,728	10.8%	35,013	4,204	12.0%
Defense	657,754	298,003	45.3%	648,975	306,919	47.3%
Air Force	147,328	78,392	53.2%	142,859	80,587	56.4%
Army	232,633	111,133	47.8%	227,481	111,614	49.1%
Navy	191,975	77,566	40.4%	192,500	81,550	42.4%
Defense Activities	85,818	30,912	36.0%	86,135	33,168	38.5%
Education	4,066	376	9.2%	3,899	409	10.5%
Energy	15,548	3,159	20.3%	15,041	3,321	22.1%
HHS	60,303	4,977	8.3%	61,168	5,288	8.6%
Homeland Security	166,210	45,303	27.3%	169,116	50,301	29.7%
HUD	9,269	1,254	13.5%	8,982	1,307	14.6%
Interior	53,393	8,977	16.8%	53,156	9,438	17.8%
Justice	112,867	22,321	19.8%	113,358	27,406	24.2%
Labor	15,190	2,789	18.4%	15,705	3,161	20.1%
State	9,443	1,760	18.6%	9,761	1,928	19.8%
Transportation	56,092	16,285	29.0%	55,614	20,067	36.1%
Treasury	96,232	9,497	9.9%	92,397	10,664	11.5%
Veterans Affairs	277,461	82,490	29.7%	285,436	97,449	34.1%
AID	2,226	198	8.9%	2,439	240	9.8%
EPA	16,702	1,366	8.2%	16,218	1,442	8.9%
GSA	12,448	2,522	20.3%	12,114	2,670	22.0%
NASA	17,801	1,781	10.0%	17,558	2,033	11.6%
NSF	1,207	79	6.5%	1,220	100	8.2%
OPM	5,186	1,117	21.5%	5,242	1,201	22.9%
NRC	3,796	742	19.5%	3,629	790	21.8%
SSA	64,539	6,536	10.1%	62,599	7,130	11.4%
SBA	2,289	356	15.6%	2,224	373	16.8%
Total Executive Order Agencies	1,774,422	524,980	29.6%	1,767,649	567,469	32.1%

Table 2B

Total Non-Seasonal Full-Time Permanent Employment — Veterans with Preference

	FY 2011			FY 2012		
	Employees	Veterans with Preference	%	Employees	Veterans with Preference	%
Total Executive Branch Agencies	1,812,417	469,538	25.9%	1,805,831	478,990	26.5%
Executive Order Agencies						
Agriculture	79,899	9,020	11.3%	76,785	8,829	11.5%
Commerce	34,501	3,466	10.0%	35,013	3,486	10.0%
Defense	657,754	264,091	40.2%	648,975	264,259	40.7%
Air Force	147,328	70,275	47.7%	142,859	68,809	48.2%
Army	232,633	97,026	41.7%	227,481	96,054	42.2%
Navy	191,975	69,828	36.4%	192,500	71,560	37.2%
Defense Activities	85,818	26,962	31.4%	86,135	27,836	32.3%
Education	4,066	351	8.6%	3,899	339	8.7%
Energy	15,548	2,846	18.3%	15,041	2,752	18.3%
HHS	60,303	4,955	8.2%	61,168	5,094	8.3%
Homeland Security	166,210	39,143	23.6%	169,116	40,937	24.2%
HUD	9,269	1,231	13.3%	8,982	1,205	13.4%
Interior	53,393	8,282	15.5%	53,156	8,300	15.6%
Justice	112,867	18,792	16.6%	113,358	19,848	17.5%
Labor	15,190	2,665	17.5%	15,705	2,925	18.6%
State	9,443	1,575	16.7%	9,761	1,667	17.1%
Transportation	56,092	14,825	26.4%	55,614	14,725	26.5%
Treasury	96,232	9,138	9.5%	92,397	8,769	9.5%
Veterans Affairs	277,461	71,424	25.7%	285,436	78,296	27.4%
AID	2,226	190	8.5%	2,439	222	9.1%
EPA	16,702	1,282	7.7%	16,218	1,228	7.6%
GSA	12,448	2,367	19.0%	12,114	2,234	18.4%
NASA	17,801	1,595	9.0%	17,558	1,482	8.4%
NSF	1,207	69	5.7%	1,220	77	6.3%
OPM	5,186	1,026	19.8%	5,242	1,040	19.8%
NRC	3,796	621	16.4%	3,629	606	16.7%
SSA	64,539	6,185	9.6%	62,599	6,214	9.9%
SBA	2,289	346	15.1%	2,224	350	15.7%
Total Executive Order Agencies	1,774,422	465,485	26.2%	1,767,649	474,884	26.9%

Table 2C

Total Non-Seasonal Full-Time Permanent Employment — Disabled Veterans

	FY 2011			FY 2012		
	Employees	Disabled Veterans	%	Employees	Disabled Veterans	%
Total Executive Branch Agencies	1,812,417	148,215	8.2%	1,805,831	186,818	10.3%
Executive Order Agencies						
Agriculture	79,899	2,368	3.0%	76,785	3,113	4.1%
Commerce	34,501	735	2.1%	35,013	992	2.8%
Defense	657,754	86,534	13.2%	648,975	103,194	15.9%
Air Force	147,328	21,278	14.4%	142,859	24,310	17.0%
Army	232,633	36,496	15.7%	227,481	42,638	18.7%
Navy	191,975	19,728	10.3%	192,500	24,886	12.9%
Defense Activities	85,818	9,032	10.5%	86,135	11,360	13.2%
Education	4,066	107	2.6%	3,899	127	3.3%
Energy	15,548	762	4.9%	15,041	907	6.0%
HHS	60,303	1,437	2.4%	61,168	1,925	3.1%
Homeland Security	166,210	8,886	5.3%	169,116	11,966	7.1%
HUD	9,269	432	4.7%	8,982	526	5.9%
Interior	53,393	2,302	4.3%	53,156	2,967	5.6%
Justice	112,867	3,797	3.4%	113,358	4,975	4.4%
Labor	15,190	1,041	6.9%	15,705	1,374	8.7%
State	9,443	573	6.1%	9,761	699	7.2%
Transportation	56,092	3,343	6.0%	55,614	4,362	7.8%
Treasury	96,232	2,690	2.8%	92,397	3,363	3.6%
Veterans Affairs	277,461	27,701	10.0%	285,436	39,592	13.9%
AID	2,226	66	3.0%	2,439	83	3.4%
EPA	16,702	337	2.0%	16,218	414	2.6%
GSA	12,448	712	5.7%	12,114	827	6.8%
NASA	17,801	369	2.1%	17,558	461	2.6%
NSF	1,207	23	1.9%	1,220	38	3.1%
OPM	5,186	410	7.9%	5,242	473	9.0%
NRC	3,796	97	2.6%	3,629	137	3.8%
SSA	64,539	2,268	3.5%	62,599	2,725	4.4%
SBA	2,289	97	4.2%	2,224	126	5.7%
Total Executive Order Agencies	1,774,422	147,087	8.3%	1,767,649	185,366	10.5%

Table 2D

Total Non-Seasonal Full-Time Permanent Employment — 30% or More Disabled Veterans

	FY 2011			FY 2012		
	Employees	30% or More Disabled Veterans	%	Employees	30% or More Disabled Veterans	%
Total Executive Branch Agencies	1,812,417	93,132	5.1%	1,805,831	103,592	5.7%
Executive Order Agencies						
Agriculture	79,899	1,261	1.6%	76,785	1,449	1.9%
Commerce	34,501	375	1.1%	35,013	437	1.2%
Defense	657,754	57,405	8.7%	648,975	62,234	9.6%
Air Force	147,328	13,586	9.2%	142,859	13,966	9.8%
Army	232,633	24,976	10.7%	227,481	26,996	11.9%
Navy	191,975	12,890	6.7%	192,500	14,581	7.6%
Defense Activities	85,818	5,953	6.9%	86,135	6,691	7.8%
Education	4,066	56	1.4%	3,899	55	1.4%
Energy	15,548	415	2.7%	15,041	421	2.8%
HHS	60,303	823	1.4%	61,168	928	1.5%
Homeland Security	166,210	4,778	2.9%	169,116	5,856	3.5%
HUD	9,269	237	2.6%	8,982	275	3.1%
Interior	53,393	1,134	2.1%	53,156	1,279	2.4%
Justice	112,867	1,868	1.7%	113,358	2,314	2.0%
Labor	15,190	607	4.0%	15,705	759	4.8%
State	9,443	322	3.4%	9,761	369	3.8%
Transportation	56,092	1,569	2.8%	55,614	1,715	3.1%
Treasury	96,232	1,541	1.6%	92,397	1,629	1.8%
Veterans Affairs	277,461	17,581	6.3%	285,436	20,464	7.2%
AID	2,226	48	2.2%	2,439	57	2.3%
EPA	16,702	178	1.1%	16,218	191	1.2%
GSA	12,448	420	3.4%	12,114	453	3.7%
NASA	17,801	213	1.2%	17,558	217	1.2%
NSF	1,207	14	1.2%	1,220	18	1.5%
OPM	5,186	269	5.2%	5,242	285	5.4%
NRC	3,796	45	1.2%	3,629	47	1.3%
SSA	64,539	1,311	2.0%	62,599	1,386	2.2%
SBA	2,289	52	2.3%	2,224	60	2.7%
Total Executive Order Agencies	1,774,422	92,522	5.2%	1,767,649	102,898	5.8%

Table 3
Total New Hires — Veteran New Hires

Category	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
Total Employees	288,857	292,611	281,651	229,853	195,139
Total Veterans	65,606	70,169	72,133	65,030	56,422
% of All Employees	22.7%	24.0%	25.6%	28.3%	28.9%
Veterans with Preference	57,930	62,639	64,747	58,550	50,165
% of All Employees	20.1%	21.4%	23.0%	25.5%	25.7%
% of All Veterans	88.3%	89.3%	89.8%	90.0%	88.9%
Disabled Veterans	16,737	20,448	23,140	20,613	21,589
% of All Employees	5.8%	7.0%	8.2%	9.0%	11.1%
% of All Veterans	25.5%	29.1%	32.1%	31.7%	38.3%
30% + Disabled Veterans	10,866	13,505	15,435	13,969	12,926
% of All Employees	3.8%	4.6%	5.5%	6.1%	6.6%
% of All Veterans	16.6%	19.2%	21.4%	21.5%	22.9%

New Hires do not include transfers between agencies.

Table 3A
Total New Hires — Veteran New Hires

	FY 2011			FY 2012		
	Total New Hires	Total Veteran New Hires	%	Total New Hires	Total Veteran New Hires	%
Total Executive Branch Agencies	229,853	65,030	28.3%	195,139	56,422	28.9%
Executive Order Agencies						
Agriculture	20,511	1,569	7.6%	18,330	1,460	8.0%
Commerce	8,038	1,003	12.5%	5,056	563	11.1%
Defense	79,030	37,225	47.1%	59,904	27,524	45.9%
Air Force	19,451	10,867	55.9%	10,731	6,021	56.1%
Army	29,195	14,207	48.7%	20,608	9,302	45.1%
Navy	17,594	8,448	48.0%	16,214	7,992	49.3%
Defense Activities	12,790	3,703	29.0%	12,351	4,209	34.1%
Education	463	45	9.7%	295	31	10.5%
Energy	1,125	225	20.0%	991	185	18.7%
HHS	9,362	523	5.6%	8,190	597	7.3%
Homeland Security	19,933	4,071	20.4%	14,339	3,565	24.9%
HUD	797	104	13.0%	364	47	12.9%
Interior	17,635	2,324	13.2%	17,480	2,577	14.7%
Justice	5,632	1,319	23.4%	6,299	1,729	27.4%
Labor	1,207	330	27.3%	1,644	499	30.4%
State	2,291	378	16.5%	1,970	327	16.6%
Transportation	3,160	1,097	34.7%	2,849	962	33.8%
Treasury	11,111	955	8.6%	7,655	1,040	13.6%
Veterans Affairs	37,812	11,975	31.7%	39,263	13,353	34.0%
AID	787	68	8.6%	471	74	15.7%
EPA	1,315	120	9.1%	599	65	10.9%
GSA	576	145	25.2%	630	149	23.7%
NASA	579	69	11.9%	573	65	11.3%
NSF	212	9	4.2%	232	17	7.3%
OPM	661	262	39.6%	394	127	32.2%
NRC	192	40	20.8%	100	24	24.0%
SSA	1,438	402	28.0%	2,119	734	34.6%
SBA	1,186	186	15.7%	1,021	159	15.6%
Total Executive Order Agencies	225,053	64,444	28.6%	190,768	55,873	29.3%

Table 3B
Total New Hires — Veterans with Preference New Hires

	FY 2011			FY 2012		
	Total New Hires	Total Veterans with Preference New Hires	%	Total New Hires	Total Veterans with Preference New Hires	%
Total Executive Branch Agencies	229,853	58,550	25.5%	195,139	50,165	25.7%
Executive Order Agencies						
Agriculture	20,511	1,479	7.2%	18,330	1,335	7.3%
Commerce	8,038	982	12.2%	5,056	517	10.2%
Defense	79,030	33,517	42.4%	59,904	24,332	40.6%
Air Force	19,451	9,690	49.8%	10,731	5,216	48.6%
Army	29,195	12,844	44.0%	20,608	8,182	39.7%
Navy	17,594	7,713	43.8%	16,214	7,292	45.0%
Defense Activities	12,790	3,270	25.6%	12,351	3,642	29.5%
Education	463	44	9.5%	295	27	9.2%
Energy	1,125	206	18.3%	991	148	14.9%
HHS	9,362	519	5.5%	8,190	566	6.9%
Homeland Security	19,933	3,727	18.7%	14,339	3,218	22.4%
HUD	797	103	12.9%	364	42	11.5%
Interior	17,635	2,192	12.4%	17,480	2,342	13.4%
Justice	5,632	1,267	22.5%	6,299	1,604	25.5%
Labor	1,207	314	26.0%	1,644	470	28.6%
State	2,291	315	13.7%	1,970	251	12.7%
Transportation	3,160	1,047	33.1%	2,849	873	30.6%
Treasury	11,111	923	8.3%	7,655	982	12.8%
Veterans Affairs	37,812	10,146	26.8%	39,263	11,667	29.7%
AID	787	66	8.4%	471	66	14.0%
EPA	1,315	114	8.7%	599	59	9.8%
GSA	576	140	24.3%	630	117	18.6%
NASA	579	56	9.7%	573	57	9.9%
NSF	212	7	3.3%	232	15	6.5%
OPM	661	245	37.1%	394	118	29.9%
NRC	192	32	16.7%	100	20	20.0%
SSA	1,438	388	27.0%	2,119	710	33.5%
SBA	1,186	170	14.3%	1,021	138	13.5%
Total Executive Order Agencies	225,053	57,999	25.8%	190,768	49,674	26.0%

Table 3C
Total New Hires — Disabled Veteran New Hires

	FY 2011			FY 2012		
	Total New Hires	Total Disabled Veteran New Hires	%	Total New Hires	Total Disabled Veteran New Hires	%
Total Executive Branch Agencies	229,853	20,613	9.0%	195,139	21,589	11.1%
Executive Order Agencies						
Agriculture	20,511	420	2.0%	18,330	473	2.6%
Commerce	8,038	197	2.5%	5,056	188	3.7%
Defense	79,030	11,539	14.6%	59,904	8,929	14.9%
Air Force	19,451	3,090	15.9%	10,731	1,685	15.7%
Army	29,195	4,782	16.4%	20,608	3,226	15.7%
Navy	17,594	2,493	14.2%	16,214	2,562	15.8%
Defense Activities	12,790	1,174	9.2%	12,351	1,456	11.8%
Education	463	14	3.0%	295	13	4.4%
Energy	1,125	72	6.4%	991	58	5.9%
HHS	9,362	171	1.8%	8,190	223	2.7%
Homeland Security	19,933	1,045	5.2%	14,339	1,151	8.0%
HUD	797	43	5.4%	364	26	7.1%
Interior	17,635	691	3.9%	17,480	901	5.2%
Justice	5,632	316	5.6%	6,299	500	7.9%
Labor	1,207	142	11.8%	1,644	255	15.5%
State	2,291	108	4.7%	1,970	101	5.1%
Transportation	3,160	370	11.7%	2,849	347	12.2%
Treasury	11,111	367	3.3%	7,655	514	6.7%
Veterans Affairs	37,812	4,407	11.7%	39,263	7,086	18.0%
AID	787	16	2.0%	471	23	4.9%
EPA	1,315	32	2.4%	599	31	5.2%
GSA	576	62	10.8%	630	56	8.9%
NASA	579	29	5.0%	573	21	3.7%
NSF	212	5	2.4%	232	10	4.3%
OPM	661	114	17.2%	394	61	15.5%
NRC	192	4	2.1%	100	6	6.0%
SSA	1,438	177	12.3%	2,119	337	15.9%
SBA	1,186	54	4.6%	1,021	59	5.8%
Total Executive Order Agencies	225,053	20,395	9.1%	190,768	21,369	11.2%

Table 3D

Total New Hires — 30% or More Disabled Veteran New Hires

	FY 2011			FY 2012		
	Total New Hires	Total 30% or More Disabled Veteran New Hires	%	Total New Hires	Total 30% or More Disabled Veteran New Hires	%
Total Executive Branch Agencies	229,853	13,969	6.1%	195,139	12,926	6.6%
Executive Order Agencies						
Agriculture	20,511	249	1.2%	18,330	242	1.3%
Commerce	8,038	104	1.3%	5,056	72	1.4%
Defense	79,030	8,257	10.4%	59,904	6,200	10.3%
Air Force	19,451	2,207	11.3%	10,731	1,185	11.0%
Army	29,195	3,412	11.7%	20,608	2,332	11.3%
Navy	17,594	1,820	10.3%	16,214	1,720	10.6%
Defense Activities	12,790	818	6.4%	12,351	963	7.8%
Education	463	10	2.2%	295	11	3.7%
Energy	1,125	45	4.0%	991	27	2.7%
HHS	9,362	120	1.3%	8,190	116	1.4%
Homeland Security	19,933	670	3.4%	14,339	668	4.7%
HUD	797	29	3.6%	364	14	3.8%
Interior	17,635	391	2.2%	17,480	425	2.4%
Justice	5,632	190	3.4%	6,299	278	4.4%
Labor	1,207	101	8.4%	1,644	159	9.7%
State	2,291	59	2.6%	1,970	52	2.6%
Transportation	3,160	207	6.6%	2,849	195	6.8%
Treasury	11,111	202	1.8%	7,655	275	3.6%
Veterans Affairs	37,812	2,891	7.6%	39,263	3,712	9.5%
AID	787	8	1.0%	471	16	3.4%
EPA	1,315	18	1.4%	599	15	2.5%
GSA	576	42	7.3%	630	30	4.8%
NASA	579	17	2.9%	573	15	2.6%
NSF	212	4	1.9%	232	9	3.9%
OPM	661	83	12.6%	394	42	10.7%
NRC	192	3	1.6%	100	4	4.0%
SSA	1,438	122	8.5%	2,119	202	9.5%
SBA	1,186	27	2.3%	1,021	30	2.9%
Total Executive Order Agencies	225,053	13,849	6.2%	190,768	12,809	6.7%

Table 4

Total New Hires — Veteran New Hires, Non-Seasonal Full-Time Permanent

Category	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
Total Employees	133,109	139,125	135,682	105,325	87,017
Total Veterans	46,527	49,989	53,203	47,093	39,136
% of All Employees	35.0%	35.9%	39.2%	44.7%	45.0%
Veterans with Preference	40,980	44,332	47,604	42,285	34,897
% of All Employees	30.8%	31.9%	35.1%	40.1%	40.1%
% of All Veterans	88.1%	88.7%	89.5%	89.8%	89.2%
Disabled Veterans	11,524	13,663	16,353	14,306	14,285
% of All Employees	8.7%	9.8%	12.1%	13.6%	16.4%
% of All Veterans	24.8%	27.3%	30.7%	30.4%	36.5%
30% + Disabled Veterans	7,274	8,740	10,564	9,387	8,440
% of All Employees	5.5%	6.3%	7.8%	8.9%	9.7%
% of All Veterans	15.6%	17.5%	19.9%	19.9%	21.6%

New Hires do not include transfers between agencies.

Non-Seasonal Full-Time Permanent: This category includes all employees working a 40 hour work week year round with no absolute end date.

Table 4A

Non-Seasonal Full-Time Permanent New Hires, Total New Hires — Veteran New Hires

	FY 2011			FY 2012		
	Total New Hires	Total Veteran New Hires	%	Total New Hires	Total Veteran New Hires	%
Total Executive Branch Agencies	105,325	47,093	44.7%	87,017	39,136	45.0%
Executive Order Agencies						
Agriculture	3,099	810	26.1%	1,945	601	30.9%
Commerce	1,876	289	15.4%	2,408	331	13.7%
Defense	49,092	28,994	59.1%	34,089	20,302	59.6%
Air Force	12,918	8,787	68.0%	6,663	4,582	68.8%
Army	17,888	10,341	57.8%	10,720	6,008	56.0%
Navy	13,414	7,422	55.3%	11,843	6,969	58.8%
Defense Activities	4,872	2,444	50.2%	4,863	2,743	56.4%
Education	240	39	16.3%	151	28	18.5%
Energy	665	195	29.3%	520	161	31.0%
HHS	4,149	457	11.0%	3,801	520	13.7%
Homeland Security	7,761	2,828	36.4%	5,899	2,488	42.2%
HUD	425	91	21.4%	191	37	19.4%
Interior	2,132	675	31.7%	1,802	675	37.5%
Justice	4,437	1,239	27.9%	5,267	1,654	31.4%
Labor	752	238	31.6%	1,130	437	38.7%
State	675	204	30.2%	568	180	31.7%
Transportation	1,641	711	43.3%	1,355	586	43.2%
Treasury	1,768	363	20.5%	1,432	428	29.9%
Veterans Affairs	21,311	8,798	41.3%	21,875	9,548	43.6%
AID	173	29	16.8%	114	29	25.4%
EPA	584	88	15.1%	168	42	25.0%
GSA	439	130	29.6%	493	134	27.2%
NASA	393	45	11.5%	416	54	13.0%
NSF	45	4	8.9%	50	9	18.0%
OPM	508	206	40.6%	241	103	42.7%
NRC	93	32	34.4%	47	19	40.4%
SSA	603	166	27.5%	925	353	38.2%
SBA	99	26	26.3%	148	39	26.4%
Total Executive Order Agencies	102,960	46,657	45.3%	85,035	38,758	45.6%

Table 4B

**Non-Seasonal Full-Time Permanent New Hires
Total New Hires — Veterans with Preference New Hires**

	FY 2011			FY 2012		
	Total New Hires	Total Veterans with Preference New Hires	%	Total New Hires	Total Veterans with Preference New Hires	%
Total Executive Branch Agencies	105,325	42,285	40.1%	87,017	34,897	40.1%
Executive Order Agencies						
Agriculture	3,099	755	24.4%	1,945	552	28.4%
Commerce	1,876	274	14.6%	2,408	297	12.3%
Defense	49,092	25,927	52.8%	34,089	17,981	52.7%
Air Force	12,918	7,732	59.9%	6,663	3,960	59.4%
Army	17,888	9,259	51.8%	10,720	5,265	49.1%
Navy	13,414	6,769	50.5%	11,843	6,354	53.7%
Defense Activities	4,872	2,167	44.5%	4,863	2,402	49.4%
Education	240	38	15.8%	151	24	15.9%
Energy	665	177	26.6%	520	129	24.8%
HHS	4,149	454	10.9%	3,801	495	13.0%
Homeland Security	7,761	2,627	33.8%	5,899	2,306	39.1%
HUD	425	90	21.2%	191	33	17.3%
Interior	2,132	633	29.7%	1,802	624	34.6%
Justice	4,437	1,189	26.8%	5,267	1,536	29.2%
Labor	752	225	29.9%	1,130	412	36.5%
State	675	177	26.2%	568	142	25.0%
Transportation	1,641	673	41.0%	1,355	519	38.3%
Treasury	1,768	351	19.9%	1,432	412	28.8%
Veterans Affairs	21,311	7,601	35.7%	21,875	8,383	38.3%
AID	173	28	16.2%	114	29	25.4%
EPA	584	82	14.0%	168	36	21.4%
GSA	439	125	28.5%	493	104	21.1%
NASA	393	39	9.9%	416	48	11.5%
NSF	45	4	8.9%	50	8	16.0%
OPM	508	193	38.0%	241	94	39.0%
NRC	93	28	30.1%	47	15	31.9%
SSA	603	164	27.2%	925	342	37.0%
SBA	99	25	25.3%	148	37	25.0%
Total Executive Order Agencies	102,960	41,879	40.7%	85,035	34,558	40.6%

Table 4C

Non-Seasonal Full-Time Permanent New Hires Total New Hires — Disabled Veteran New Hires

	FY 2011			FY 2012		
	Total New Hires	Total Disabled Veteran New Hires	%	Total New Hires	Total Disabled Veteran New Hires	%
Total Executive Branch Agencies	105,325	14,306	13.6%	87,017	14,285	16.4%
Executive Order Agencies						
Agriculture	3,099	292	9.4%	1,945	265	13.6%
Commerce	1,876	79	4.2%	2,408	103	4.3%
Defense	49,092	7,945	16.2%	34,089	5,894	17.3%
Air Force	12,918	2,209	17.1%	6,663	1,094	16.4%
Army	17,888	3,025	16.9%	10,720	1,845	17.2%
Navy	13,414	2,000	14.9%	11,843	2,042	17.2%
Defense Activities	4,872	711	14.6%	4,863	913	18.8%
Education	240	12	5.0%	151	12	7.9%
Energy	665	58	8.7%	520	43	8.3%
HHS	4,149	148	3.6%	3,801	197	5.2%
Homeland Security	7,761	853	11.0%	5,899	892	15.1%
HUD	425	35	8.2%	191	22	11.5%
Interior	2,132	266	12.5%	1,802	277	15.4%
Justice	4,437	299	6.7%	5,267	470	8.9%
Labor	752	108	14.4%	1,130	217	19.2%
State	675	79	11.7%	568	70	12.3%
Transportation	1,641	254	15.5%	1,355	231	17.0%
Treasury	1,768	135	7.6%	1,432	210	14.7%
Veterans Affairs	21,311	3,272	15.4%	21,875	4,889	22.3%
AID	173	8	4.6%	114	9	7.9%
EPA	584	26	4.5%	168	22	13.1%
GSA	439	52	11.8%	493	48	9.7%
NASA	393	17	4.3%	416	16	3.8%
NSF	45	2	4.4%	50	6	12.0%
OPM	508	95	18.7%	241	46	19.1%
NRC	93	4	4.3%	47	4	8.5%
SSA	603	83	13.8%	925	166	17.9%
SBA	99	13	13.1%	148	19	12.8%
Total Executive Order Agencies	102,960	14,135	13.7%	85,035	14,128	16.6%

Table 4D

**Non-Seasonal Full-Time Permanent New Hires
Total New Hires — 30% or More Disabled Veteran New Hires**

	FY 2011			FY 2012		
	Total New Hires	Total 30% or More Disabled Veteran New Hires	%	Total New Hires	Total 30% or More Disabled Veteran New Hires	%
Total Executive Branch Agencies	105,325	9,387	8.9%	87,017	8,440	9.7%
Executive Order Agencies						
Agriculture	3,099	178	5.7%	1,945	149	7.7%
Commerce	1,876	45	2.4%	2,408	48	2.0%
Defense	49,092	5,410	11.0%	34,089	3,919	11.5%
Air Force	12,918	1,474	11.4%	6,663	721	10.8%
Army	17,888	2,054	11.5%	10,720	1,293	12.1%
Navy	13,414	1,399	10.4%	11,843	1,312	11.1%
Defense Activities	4,872	483	9.9%	4,863	593	12.2%
Education	240	8	3.3%	151	10	6.6%
Energy	665	34	5.1%	520	19	3.7%
HHS	4,149	101	2.4%	3,801	99	2.6%
Homeland Security	7,761	526	6.8%	5,899	515	8.7%
HUD	425	24	5.6%	191	12	6.3%
Interior	2,132	154	7.2%	1,802	148	8.2%
Justice	4,437	181	4.1%	5,267	257	4.9%
Labor	752	75	10.0%	1,130	136	12.0%
State	675	46	6.8%	568	33	5.8%
Transportation	1,641	149	9.1%	1,355	122	9.0%
Treasury	1,768	77	4.4%	1,432	130	9.1%
Veterans Affairs	21,311	2,075	9.7%	21,875	2,566	11.7%
AID	173	5	2.9%	114	6	5.3%
EPA	584	14	2.4%	168	11	6.5%
GSA	439	34	7.7%	493	24	4.9%
NASA	393	11	2.8%	416	10	2.4%
NSF	45	1	2.2%	50	5	10.0%
OPM	508	71	14.0%	241	30	12.4%
NRC	93	3	3.2%	47	2	4.3%
SSA	603	61	10.1%	925	95	10.3%
SBA	99	7	7.1%	148	9	6.1%
Total Executive Order Agencies	102,960	9,290	9.0%	85,035	8,355	9.8%

Table 5
Veteran New Hires by Veteran Appointing Authorities

	FY 2011			FY 2012		
	VRA	VEOA	30%	VRA	VEOA	30%
Total Executive Branch Agencies	6,018	18,746	1,903	6,368	13,234	1,711
Executive Order Agencies						
Agriculture	85	117	7	109	90	13
Commerce	11	41	5	23	50	5
Defense	3,928	13,608	1,436	3,021	8,433	998
Air Force	264	5,452	478	113	2,620	282
Army	1,828	4,354	586	1,091	2,213	350
Navy	1,631	2,778	260	1,629	2,490	244
Defense Activities	205	1,024	112	188	1,110	122
Education	3	6	1	4	0	1
Energy	9	45	4	4	53	2
HHS	19	43	11	14	67	7
Homeland Security	247	642	75	507	492	98
HUD	3	5	0	0	7	2
Interior	102	122	17	146	162	30
Justice	24	64	6	64	21	10
Labor	41	19	5	90	32	14
State	13	27	3	19	33	4
Transportation	10	14	2	15	33	3
Treasury	21	30	2	49	25	5
Veterans Affairs	1,378	3,762	309	2,055	3,612	485
AID	7	1	1	10	0	7
EPA	3	17	0	5	12	1
GSA	18	30	8	25	33	5
NASA	4	8	0	0	5	2
NSF	1	0	3	0	3	2
OPM	24	53	4	17	24	8
NRC*	0	0	0	0	0	0
SSA	56	6	2	161	1	0
SBA	1	4	0	3	5	3
Total Executive Order Agencies	6,008	18,664	1,901	6,341	13,193	1,705

*NRC is an excepted Service Agency.

Table 6
Veteran New Hires Under Other Appointing Authorities

	FY 2011				FY 2012				
	STEP	SCEP	PMF	Schedule A*	STEP	SCEP	Pathways**	PMF	Schedule A*
Total Executive Branch Agencies	585	339	67	319	526	404	109	80	411
Executive Order Agencies									
Agriculture	32	20	2	12	54	23	0	5	10
Commerce	5	4	1	2	3	4	0	2	1
Defense	247	231	18	56	164	258	47	11	90
Air Force	112	62	6	2	20	67	8	6	20
Army	69	43	2	10	82	31	2	1	10
Navy	53	102	2	36	38	134	25	1	54
Defense Activities	13	24	8	8	24	26	12	3	6
Education	2	0	0	0	1	0	1	0	0
Energy	8	3	0	0	10	1	1	3	2
HHS	6	3	4	11	6	1	5	11	4
Homeland Security	21	9	5	8	36	5	6	5	6
HUD	1	0	2	1	0	0	0	1	0
Interior	98	21	1	6	103	34	3	3	6
Justice	5	2	0	0	11	4	10	0	3
Labor	8	2	1	4	6	3	0	5	4
State	2	4	11	0	1	1	0	9	2
Transportation	4	1	0	2	2	2	0	1	2
Treasury	7	2	0	9	4	2	0	5	27
Veterans Affairs	93	29	12	198	72	46	28	14	241
AID	1	0	1	0	6	0	2	0	0
EPA	30	2	2	3	13	2	0	0	2
GSA	2	0	0	0	0	7	0	1	0
NASA	0	4	0	0	1	8	3	0	1
NSF	0	0	0	0	2	1	0	0	0
OPM	0	0	3	0	1	1	0	1	1
NRC	0	0	0	0	0	0	0	0	0
SSA	0	0	1	5	0	0	0	0	7
SBA	1	0	2	0	4	0	0	0	0
Total Executive Order Agencies	573	337	66	317	500	403	106	77	409

*This category reflects the total number of Veterans hired under the Schedule A appointing authority for people with disabilities.

**Pathways Program authority became effective July 10, 2012. This Program replaced the STEP and SCEP Student Programs with the Student Intern and Recent Graduates Programs.

Table 7

Disabled Veteran New Hires under Veteran and Other Appointing Authorities

Appointments	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
30 Percent or More Disabled	1,331	1,669	1,945	1,903	1,711
VRA (no conversions)	2,113	2,282	2,673	2,405	2,849
VEOA	3,599	4,315	5,068	4,718	3,954
Subtotal	7,043	8,266	9,686	9,026	8,514
* All Other Appointments	9,694	12,182	13,454	11,587	13,075
Total Disabled Veteran Hires	16,737	20,448	23,140	20,613	21,589

All Other Appointments include those hired under competitive examining and others such as Schedule A, STEP, SCEP, Pathways, etc.

Table 8

Employment by New Grade/Salary Group

		Federal Civilian Workforce	Veterans	Disabled Veterans	Derived Preference	Military Spouse Appointment*
SES		0.39%	0.22%	0.09%	0.09%	0.00%
GS, GM, GL	Grade 1-4	3.41%	2.17%	2.73%	5.58%	27.47%
	Grade 5-8	17.86%	19.02%	22.26%	32.80%	51.08%
	Grade 9-12	30.51%	32.45%	36.49%	30.50%	15.70%
	Grade 13-15	19.53%	16.06%	14.61%	12.85%	1.12%
Blue Collar Pay Plans		8.53%	15.10%	13.18%	7.12%	3.82%
Other White Collar Pay Plans		19.78%	14.99%	10.64%	11.05%	0.80%

This table is revised since General Schedule and Related(GSR)Pay Plans are no longer generated.

*Noncompetitive Appointment of Certain Military Spouses Hiring Authority was effective September 11, 2009 authorized by Executive Order 13473.

Table 9
Employment Distribution — By Occupational Category

Category	All Employees	All Veterans	Disabled Veterans	30% or More Disabled Veterans	Derived Preference	Military Spouse*
Professional	26.25%	13.40%	10.73%	9.63%	14.25%	6.71%
Administrative	37.06%	43.34%	47.07%	50.66%	36.46%	11.73%
Technical	17.59%	16.54%	17.43%	17.23%	25.04%	34.02%
Clerical	6.52%	5.73%	7.61%	7.83%	14.72%	43.09%
Other White Collar	4.04%	5.89%	3.97%	3.66%	2.41%	0.64%
Blue Collar	8.53%	15.10%	13.18%	10.98%	7.12%	3.82%

Other White Collar: White collar occupations that cannot be related to the above professional, administrative, technical, or clerical categories.

*Those appointed under the Noncompetitive Hiring Authority for Certain Military Spouses authorized by Executive Order 13473.

Table 10

Total New Hires with Derived Preference

	FY 2011			FY 2012		
	Federal New Hires	Federal New Hires with Derived Preference	%	Federal New Hires	Federal New Hires with Derived Preference	%
Total Executive Branch Agencies	229,853	438	0.19%	195,139	320	0.16%
Executive Order Agencies						
Agriculture	20,511	45	0.22%	18,330	15	0.08%
Commerce	8,038	7	0.09%	5,056	8	0.16%
Defense	79,030	116	0.15%	59,904	73	0.12%
Air Force	19,451	25	0.13%	10,731	4	0.04%
Army	29,195	56	0.19%	20,608	37	0.18%
Navy	17,594	16	0.09%	16,214	16	0.10%
Defense Activities	12,790	19	0.15%	12,351	16	0.13%
Education	463	0	0.00%	295	2	0.68%
Energy	1,125	4	0.36%	991	1	0.10%
HHS	9,362	3	0.03%	8,190	8	0.10%
Homeland Security	19,933	16	0.08%	14,339	20	0.14%
HUD	797	1	0.13%	364	2	0.55%
Interior	17,635	27	0.15%	17,480	25	0.14%
Justice	5,632	13	0.23%	6,299	9	0.14%
Labor	1,207	5	0.41%	1,644	7	0.43%
State	2,291	6	0.26%	1,970	6	0.30%
Transportation	3,160	5	0.16%	2,849	8	0.28%
Treasury	11,111	24	0.22%	7,655	11	0.14%
Veterans Affairs	37,812	140	0.37%	39,263	105	0.27%
AID	787	0	0.00%	471	3	0.64%
EPA	1,315	3	0.23%	599	1	0.17%
GSA	576	2	0.35%	630	3	0.48%
NASA	579	1	0.17%	573	0	0.00%
NSF	212	0	0.00%	232	0	0.00%
OPM	661	2	0.30%	394	0	0.00%
NRC	192	0	0.00%	100	0	0.00%
SSA	1,438	2	0.14%	2,119	3	0.14%
SBA	1,186	7	0.59%	1,021	5	0.49%
Total Executive Order Agencies	225,053	429	0.19%	190,768	315	0.17%

Derived Preference in this table is defined as spouses, mothers, widows, and widowers entitled to claim preference as defined in section 2108, title 5, United States Code, who may or may not be veterans.

Table 11

Noncompetitive Appointment of Certain Military Spouses

	FY 2011			FY 2012		
	Federal New Hires	Total Military Spouse Appointments	%	Federal New Hires	Total Military Spouse Appointments	%
Total Executive Branch Agencies	229,853	1,492	0.65%	195,139	1,303	0.67%
Executive Order Agencies						
Agriculture	20,511	6	0.03%	18,330	1	0.01%
Commerce	8,038	0	0.00%	5,056	0	0.00%
Defense	79,030	1,410	1.78%	59,904	1,230	2.05%
Air Force	19,451	240	1.23%	10,731	139	1.30%
Army	29,195	941	3.22%	20,608	767	3.72%
Navy	17,594	146	0.83%	16,214	150	0.93%
Defense Activities	12,790	83	0.65%	12,351	174	1.41%
Education	463	0	0.00%	295	0	0.00%
Energy	1,125	0	0.00%	991	0	0.00%
HHS	9,362	1	0.01%	8,190	0	0.00%
Homeland Security	19,933	19	0.10%	14,339	12	0.08%
HUD	797	0	0.00%	364	0	0.00%
Interior	17,635	3	0.02%	17,480	5	0.03%
Justice	5,632	1	0.02%	6,299	0	0.00%
Labor	1,207	0	0.00%	1,644	3	0.18%
State	2,291	0	0.00%	1,970	0	0.00%
Transportation	3,160	0	0.00%	2,849	0	0.00%
Treasury	11,111	2	0.02%	7,655	0	0.00%
Veterans Affairs	37,812	40	0.11%	39,263	43	0.11%
AID	787	0	0.00%	471	0	0.00%
EPA	1,315	0	0.00%	599	0	0.00%
GSA	576	0	0.00%	630	1	0.16%
NASA	579	0	0.00%	573	0	0.00%
NSF	212	0	0.00%	232	0	0.00%
OPM	661	3	0.45%	394	1	0.25%
NRC	192	0	0.00%	100	0	0.00%
SSA	1,438	1	0.07%	2,119	5	0.24%
SBA	1,186	0	0.00%	1,021	1	0.10%
Total Executive Order Agencies	225,053	1,486	0.66%	190,768	1,302	0.68%

Noncompetitive Appointment of Certain Military Spouses Hiring Authority was effective September 11, 2009 authorized by Executive Order 13473.

*There are 103 additional individuals who were converted from other appointments yielding a total of 933 appointments under this authority.

Appendix 1

Organizations Included

Administrative Conference of the United States
Advisory Council on Historic Preservation
African Development Foundation
American Battle Monuments Commission
Appalachian Regional Commission
Architectural and Transportation Barriers Compliance Board
Arctic Research Commission
Armed Forces Retirement Home
Barry Goldwater Scholarship and Excellence In Education Foundation
Broadcasting Board of Governors
Chemical Safety and Hazard Investigation Board
Christopher Columbus Fellowship Foundation
Commission of Fine Arts
Commission on Civil Rights
Committee for Purchase from People Who are Blind or Severely Disabled
Commodity Futures Trading Commission
Consumer Product Safety Commission
Corporation for National and Community Service
Council of Economic Advisers
Council on Environmental Quality/Office of Environmental Quality
Council of the Inspectors General on Integrity and Efficiency
Court Services and Offender Supervision Agency for the District of Columbia
Defense Nuclear Facilities Safety Board
Denali Commission
Department of Agriculture
Department of Commerce

Appendix 1 *cont'd.*

Organizations Included

Department of Defense:
 Department of the Air Force
 Department of the Army
 Department of the Navy
 Defense Activities

Department of Education

Department of Energy

Department of Health and Human Services

Department of Homeland Security

Department of Housing and Urban Development

Department of Justice

Department of State (Excluding Foreign Service Personnel)

Department of the Interior

Department of the Treasury

Department of Transportation

Department of Veterans Affairs

Dwight D. Eisenhower Memorial Commission

Election Assistance Commission

Environmental Protection Agency

Equal Employment Opportunity Commission

Export-Import Bank of the United States

Farm Credit Administration

Farm Credit System Insurance Corporation

Federal Communications Commission

Federal Deposit Insurance Corporation

Federal Election Commission

Federal Financial Institutions Examination Council

Federal Housing Finance Agency

Appendix 1 *cont'd.*

Organizations Included

Federal Labor Relations Authority
Federal Maritime Commission
Federal Mediation and Conciliation Service
Federal Mine Safety and Health Review Commission
Federal Reserve System-Bureau of Consumer Financial Protection
Federal Retirement Thrift Investment Board
Federal Trade Commission
General Services Administration
Harry S. Truman Scholarship Foundation
Institute of Museum and Library Services
Inter-American Foundation
International Boundary and Water Commission: United States and Mexico
International Boundary Commission: United States and Canada
International Joint Commission: United States and Canada
James Madison Memorial Fellowship Foundation
Japan-United States Friendship Commission
Marine Mammal Commission
Medicaid and CHIP Payment and Access Commission
Merit Systems Protection Board
Millennium Challenge Corporation
Morris K. Udall and Stewart L. Udall Foundation
National Archives and Records Administration
National Capital Planning Commission
National Council on Disability
National Credit Union Administration
National Endowment for the Arts
National Endowment for the Humanities

Appendix 1 *cont'd.*

Organizations Included

National Labor Relations Board
National Mediation Board
National Science Foundation
National Security Council
National Transportation Safety Board
Northern Border Regional Commission
Nuclear Regulatory Commission
Nuclear Waste Technical Review Board
Occupational Safety and Health Review Commission
Office of Administration
Office of Government Ethics
Office of Management and Budget
Office of National Drug Control Policy
Office of Navajo and Hopi Indian Relocation
Office of Personnel Management
Office of Science and Technology Policy
Office of Special Counsel
Office of the Federal Coordinator for Alaska Natural Gas Transportation Projects
Office of the U.S. Trade Representative
Overseas Private Investment Corporation
Peace Corps
Pension Benefit Guaranty Corporation
Presidio Trust
Public Interest Declassification Board
Railroad Retirement Board
Recovery Act Accountability & Transparency Board
Ronald Reagan Centennial Commission

Appendix 1 *cont'd.*

Organizations Included

Securities and Exchange Commission

Selective Service System

Small Business Administration

Smithsonian Institution

Social Security Administration

Trade and Development Agency

U.S. Holocaust Memorial Museum

U.S. Interagency Council on Homelessness

U.S. International Trade Commission

United States-China Economic and Security Review Commission

Utah Reclamation Mitigation and Conservation Commission

Valles Caldera Trust

Vietnam Education Foundation

Appendix 2

Organizations Excluded

Air Force National Guard – Civilian Component
Army National Guard – Civilian Component
Board of Governors of the Federal Reserve
Central Intelligence Agency
Commission of Security and Cooperation in Europe
Defense Intelligence Agency
Delta Regional Authority
Department of State (Foreign Service Personnel)
Executive Residence At the White House
Federal Finance Housing Board
Merit Systems Protection Board
National Geospatial-Intelligence Agency
National Security Agency
Non-Appropriated Fund Personnel (e.g., Coast Guard, DoD)
Office of Policy Development
Office of the Director of National Intelligence
Office of the Vice President
Postal Regulatory Commission
Public Defender Service
Public Health Service’s Commissioned Officer Corps
Tennessee Valley Authority
U.S. Postal Service
White House Commission on National Moment of Remembrance
White House Office

Appendix 3

List of Abbreviations

30%	30% or More Disabled Veteran Appointing Authority
AID	Agency For International Development
EPA	Environmental Protection Agency
GSA	General Services Administration
HHS	Health And Human Services, Department of
HUD	Housing And Urban Development, Department of
NASA	National Aeronautics And Space Administration
NRC	Nuclear Regulatory Commission
NSF	National Science Foundation
OPM	Office of Personnel Management
PMF	Presidential Management Fellows
SBA	Small Business Administration
SCEP	Student Career Experience Program
SSA	Social Security Administration
STEP	Student Temporary Employment Program
VEOA	Veterans Employment Opportunity Act of 1998
VRA	Veterans' Recruitment Appointment



UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT
Employee Services
Veterans Services
1900 E Street, NW
Washington, DC 20415